

Retention and Turnover of Teachers in Alaska: Why it Matters

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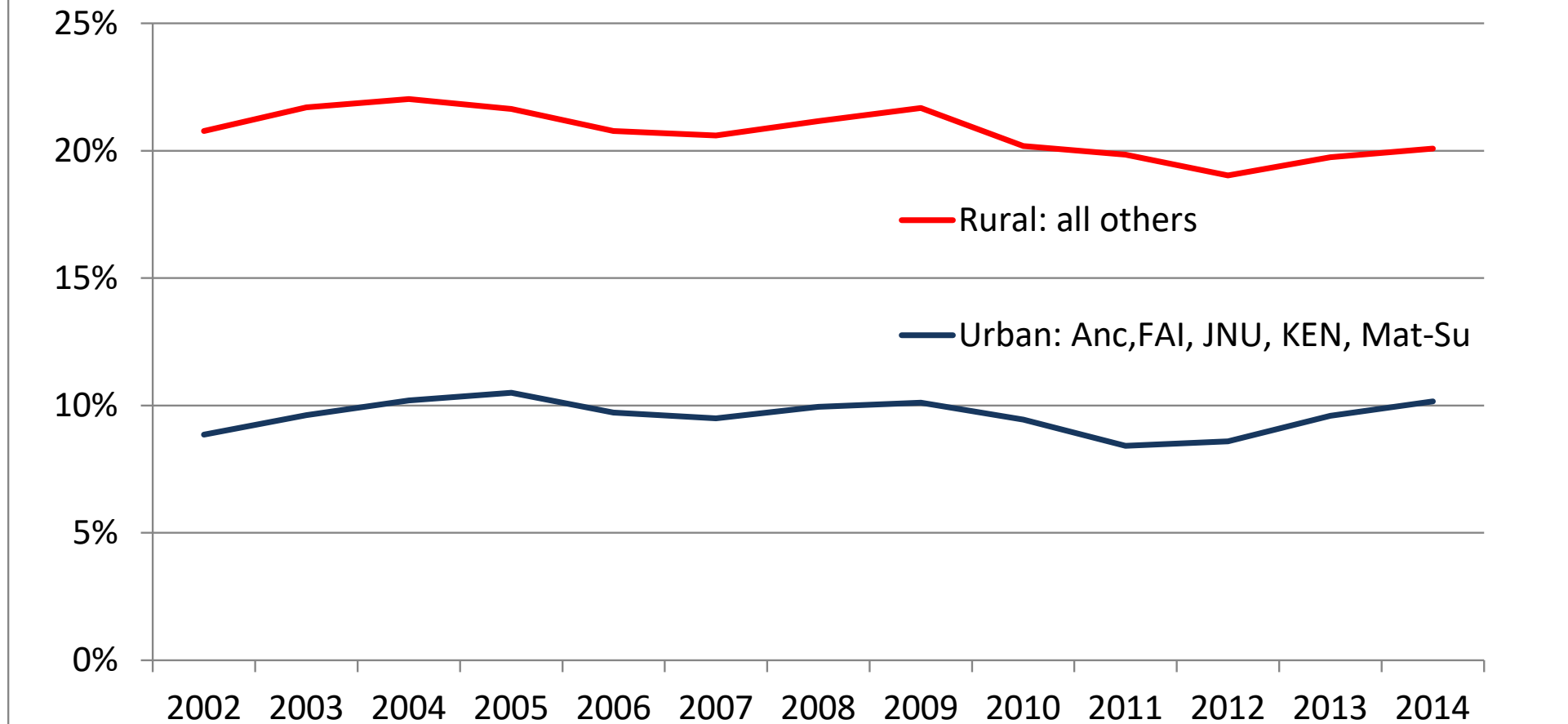
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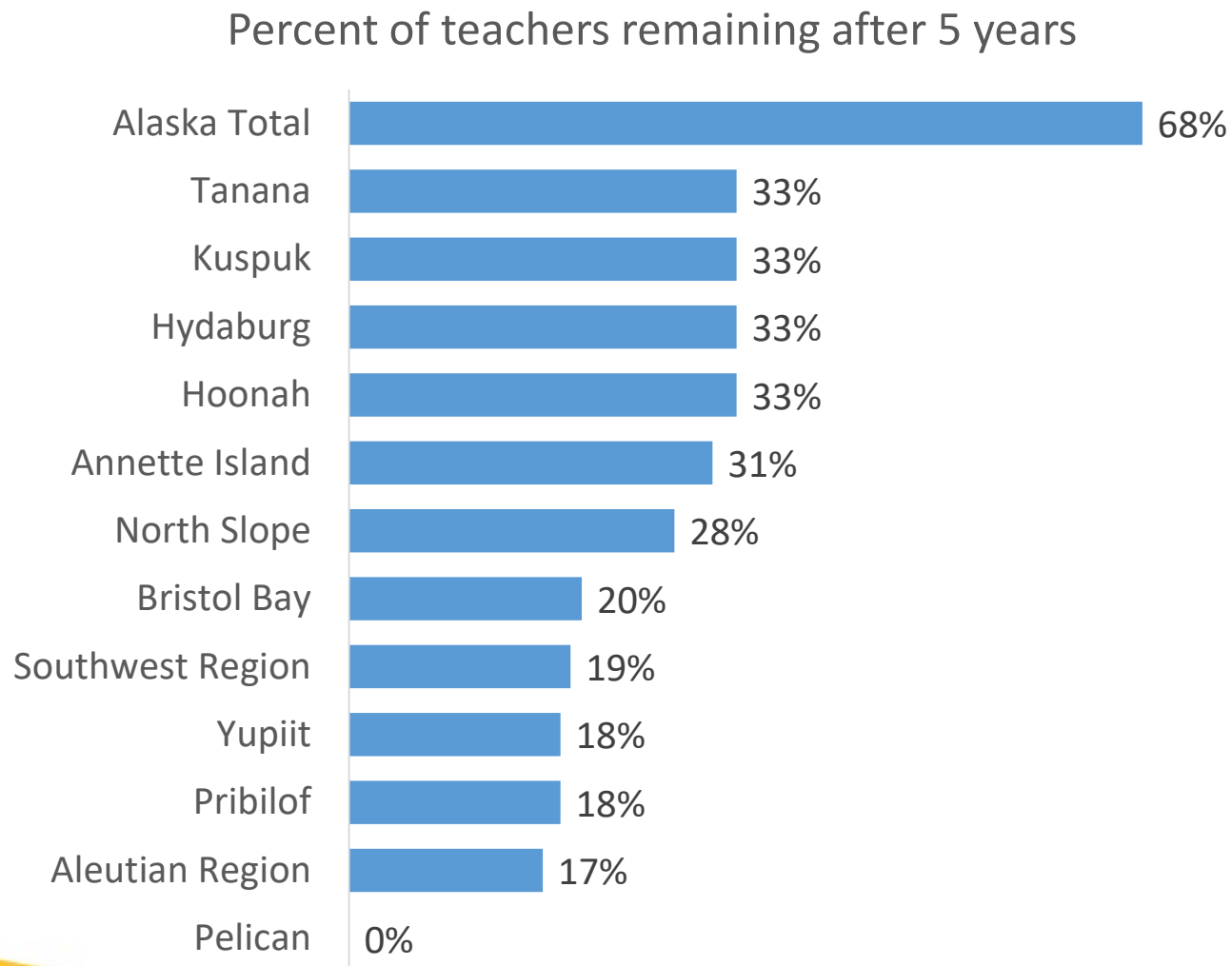




Alaska School District Teacher Turnover, 2002 to 2014 3-year moving average



Turnover adds up over time...



In Alaska high teacher turnover correlated with poor student achievement

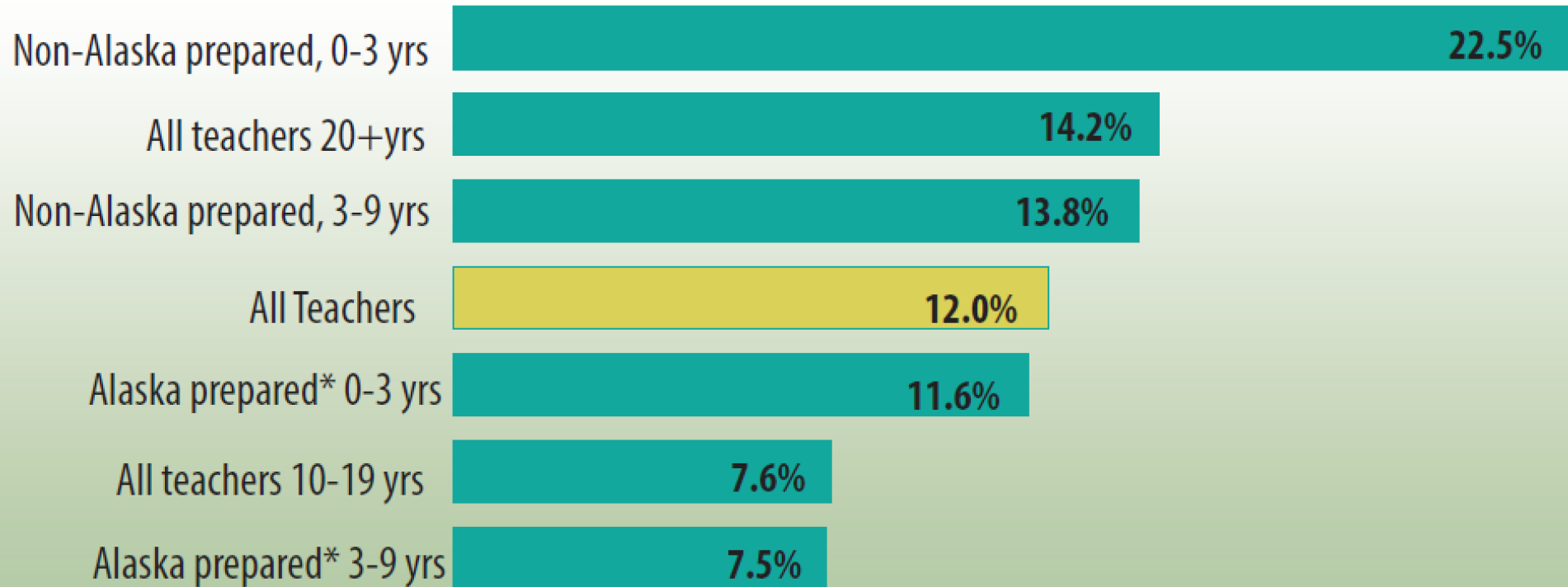
	Average Teacher Turnover	Average Percent of students scoring proficient in Reading
5 Lowest Turnover Districts	8.7%	85.8%
5 Highest Turnover Districts	37.9%	46.9%

Recruiting/replacing teachers

- Just under 7,900 full & part-time teachers in Alaska public schools
- On average 800 teachers recruited each year from outside
- Fewer than 300 teacher prepared each year in the UA system
 - Not all go into teaching right away
 - Majority work in the big 5 districts

Number of UA Awards by Initial Teacher Programs						
FY	2013	2014	2015	2016	2017	2018
UA	233	263	235	210	248	278

Turnover Among Teachers Prepared in Alaska and Outside, by Years of Experience, Average 2007-2012



*Includes University of Alaska and Alaska Pacific University graduates



Cost of teacher turnover

District-level Turnover Expenditures per Teacher, by Cost Category

	Separation	Recruitment	Hiring	Orientation and training	Performance productivity	Preparation
Per-teacher cost calculation	\$2,448.95	\$1,910.35*	\$4,901.91	\$11,169.86	(not calculated)	(not calculated)
Percent of cost	11.99%	9.35%	23.99%	54.67%	.	.
Expenses included	Administrative, maintenance, security tasks	Job fairs, advertising	Screening applicants, interviews, administrative processes	PD, onboarding, new teacher support		
Total calculated cost per teacher: \$20,431.08						

*Excludes wages – material costs only

Cost of teacher turnover...

- Overall teacher turnover costs the state at least \$20 million/year
- Schools with higher turnover invest disproportionate resources in replacing teachers who leave.
- Costs are higher in rural communities.
- Administrative costs, conservative estimate

Cost of Teacher Turnover in Alaska (2017)



Cost of teacher turnover

- Actual costs of teacher turnover likely higher than estimated
- Not all turnover is bad
- Retention pays off

Why are
teachers
leaving?



Alaska teacher salaries...

...are about 15% below where they should be (statewide).

Salary needed to **attract and retain high quality teachers** varies significantly by community and depends heavily on working conditions there.

There is a 116% difference between lowest and highest recommended salaries.

Salary & Benefits Schedule and Teacher Tenure Study (2015)

Teacher turnover...

...cannot be “fixed” with salary alone.

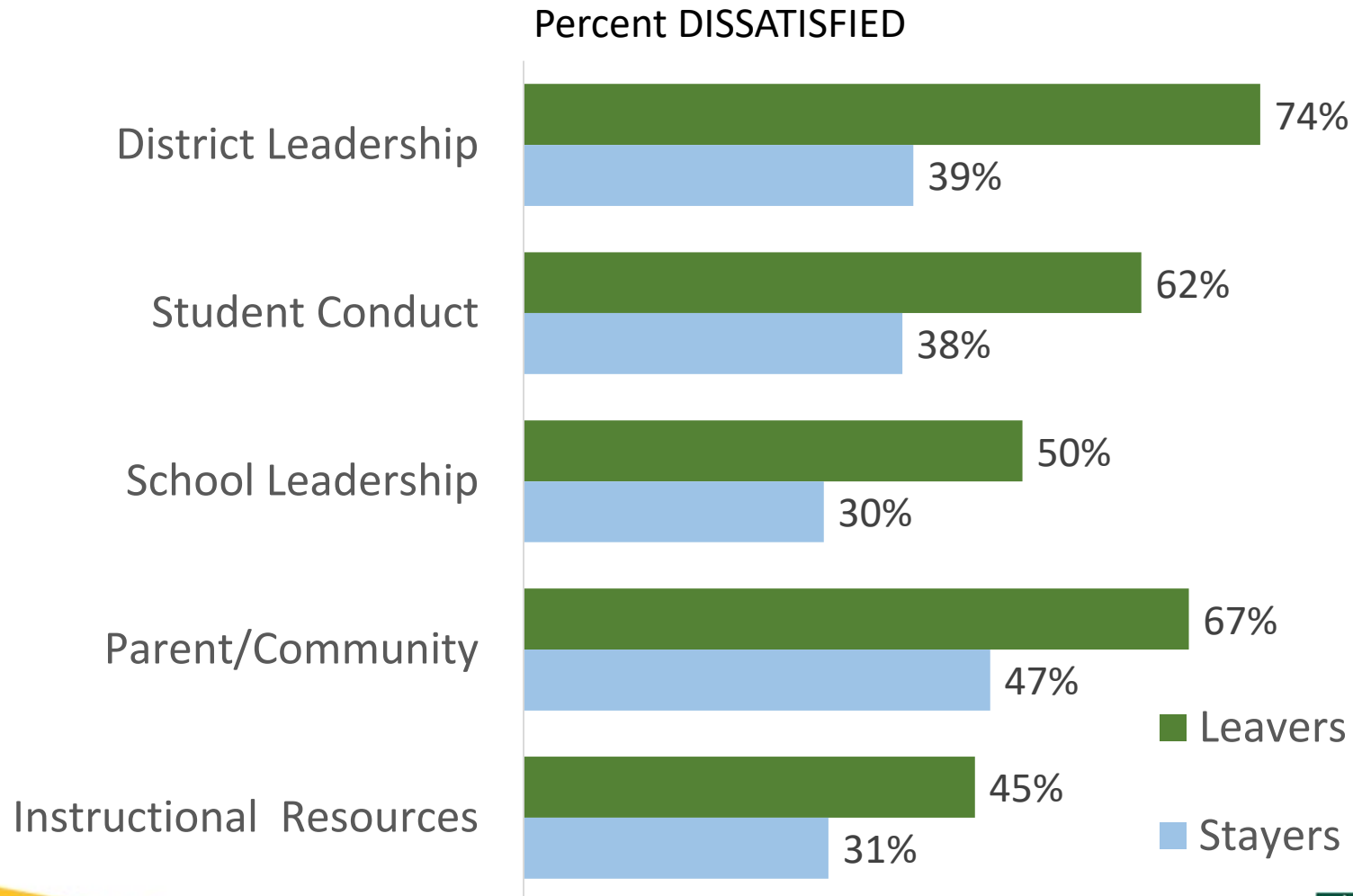
Compensation matters, but working conditions are a bigger factor in teacher turnover decisions than pay.

It's more than just dollars: Problematizing salary as the sole mechanism for recruiting and retaining teachers in rural Alaska (2018)

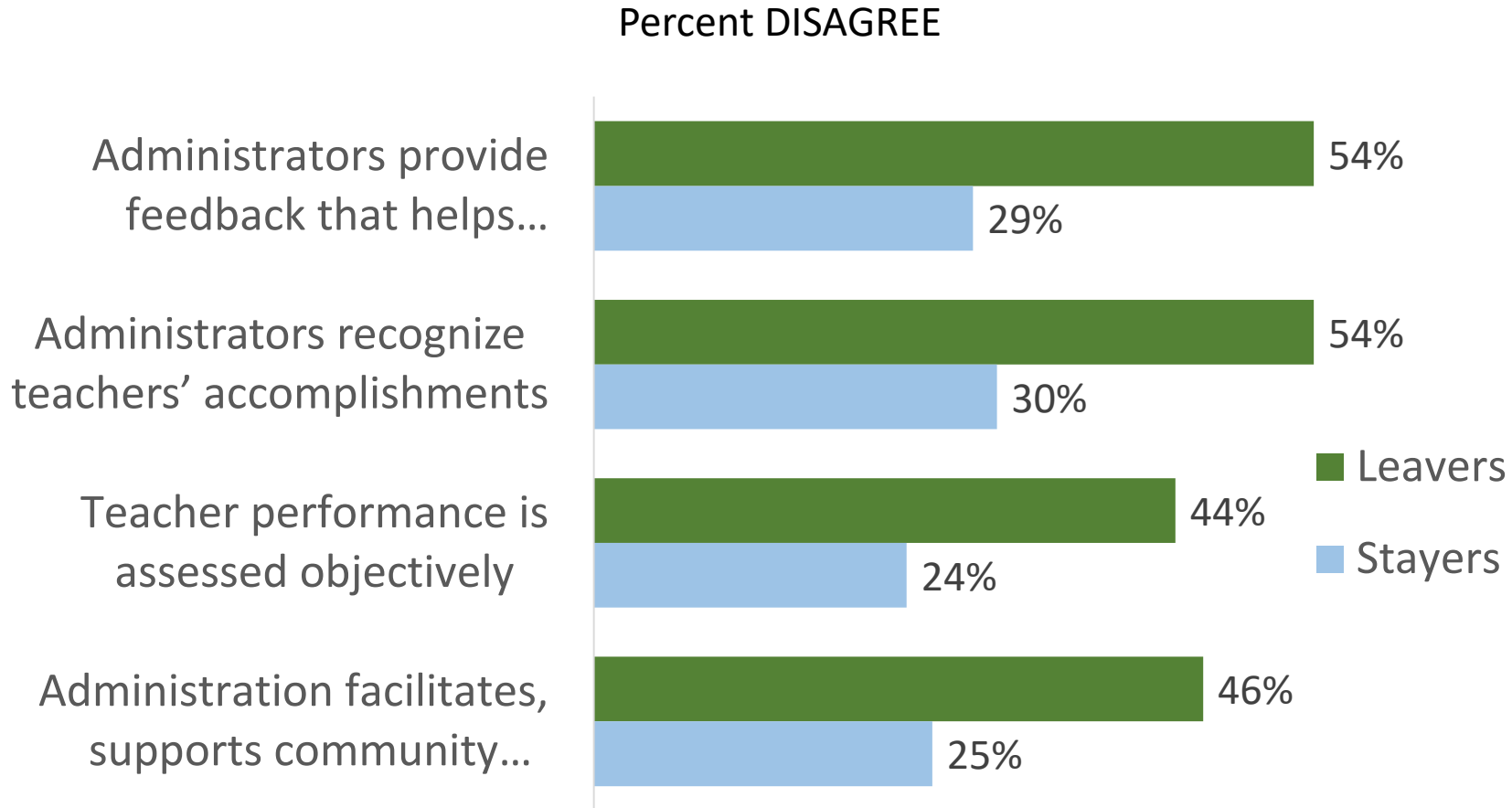
Statewide Survey of Teachers

- Initial round N=290
- Response Rate = 29%
- 17 rural districts
- 111 Elementary
- 89 Secondary
- 73 Both
- Matched with what actually did

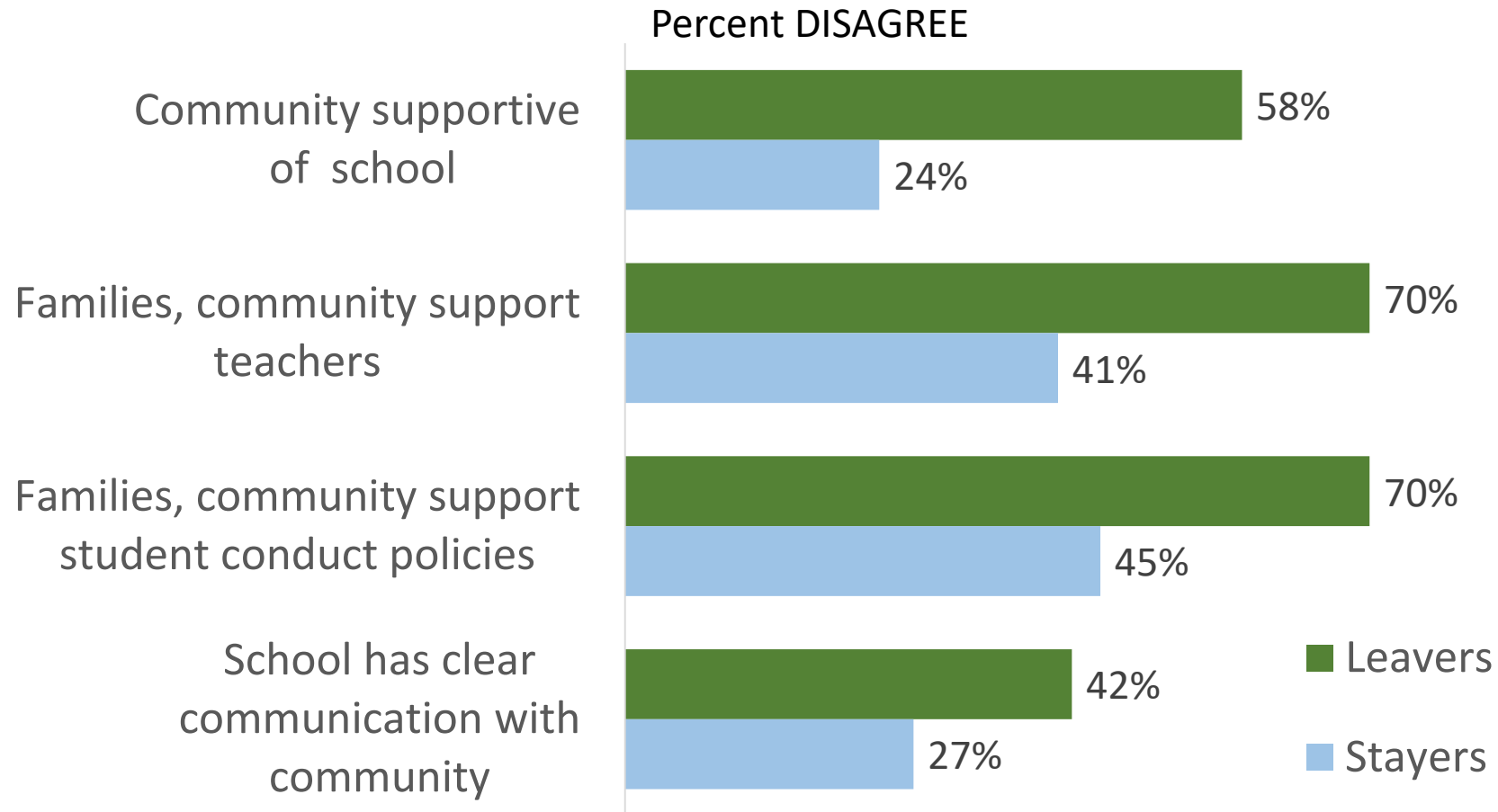
How satisfied are you with each of these aspects of your current job?



Administration



Community Support for School



What can we do?

- Grow more of our own
 - Too few teachers home grown, from rural and/or Indigenous backgrounds; < 5% teachers are Alaska Native
- Encourage youth in your communities to go to college
- Ask current teachers to mentor students
- Pay for H.S. graduates to get a teaching degree (e.g., LKSD)/take advantage of loan forgiveness (state Teacher Education Loan)
- Raise the status of teachers in your community – make it a desired profession
- Find out why teachers in your districts might be leaving... address issues that you can affect...



Questions?

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